



**DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON ANSBACH  
UNIT 28614  
APO AE 09177**

AMIM-ANG-ZA

30 August 2022

**MEMORANDUM FOR Military Personnel, Civilian Personnel, Family Members and Local Nationals Assigned and Attached to United States Army Garrison (USAG) Ansbach**

**SUBJECT: USAG Ansbach Command Policy Letter #8 - Substance Abuse Prevention**

**1. References:**

a. Army Regulation (AR) 215-1 (Military Morale, Welfare, and Recreation Programs and Nonappropriated Fund Instrumentalities), Revised 12 August 2019.

b. AR 600-85 (Army Substance Abuse Program), Revised 7 August 2020.

c. Department of Army Pamphlet (DA PAM) 600-85 (Federal Drug-Free Workplace Procedural Guidance), Revised 29 July 2020.

d. Army in Europe Regulation (AER) 600-1 (Regulated Activities in Europe), 20 May 2009.

e. AER 27-9 (Misconduct by Civilians), 22 November 2011.

f. AER 690-64, (Standards of Conduct, Corrective Actions, Termination Process, and Grievances (Local National Employees in Germany)), 28 January 2021.

g. Army in Europe and Africa Regulation 40-160 (Blood Alcohol Testing of U.S. Personnel), 11 March 2021.

**2. Purpose.** To enhance the readiness and resilience of our Soldiers, Army Civilians and Family members by encouraging lifestyle choices that improve, protect and promote health through prevention efforts.

**3. Policy.** Over the years, drug testing has proven to be a strong deterrent to the use of illegal drugs. The Army's Drug-Free Workplace Drug Testing Program aims to ensure that Army workplaces are safe, healthful, productive and drug-free. To achieve this goal, the Army has implemented drug testing for Service Members and Department of Army Civilian (DAC) employees.

a. All incoming Service Members are to attend the In-Processing Training Center (ITC) and receive a briefing from the Army Substance Abuse Program (ASAP) on

responsible drinking, German laws regarding alcohol and on how to self-refer to the Substance Use Disorder Clinical Care (SUDCC) for a substance abuse issue.

b. Service Members are subject to mandatory drug testing per the Department of Army (DA) requirement of no less than 10% inspection random (IR) testing of the unit strength monthly which equates to 120% IR testing per fiscal year (FY). Service Members that have a positive drug test and/or alcohol incident must be referred to SUDCC within five working days of Commander being notified.

c. DACs in Test Designated Positions (TDP) will be randomly drug tested per DA requirement of 50% of the testing population per FY. Any Civilian employee identified with a verified drug positive requires a mandatory referral to the Employee Assistance Program (EAP) for an assessment. The employee may also be subject to adverse employment action.

d. DACs, Non-Appropriated Fund (NAF) Employees, Local Nationals (LNs) and command-sponsored dependents who need assistance with a substance abuse issue may seek assistance at the EAP for short-term counseling and/or referral services. Instances of non-military community members engaging in misconduct involving drugs and/or alcohol will be reviewed by the Civilian Misconduct Action Authority (CMAA) for possible adverse administrative action IAW AEAR 27-9, up to a bar to installation and/or involuntary early return of dependents.

e. Substance Abuse Awareness Training (SAAT) is a command responsibility. ASAP is available for assistance and support to ensure that Service Members and Civilian personnel receive and complete the required annual training.

#### 4. Alcohol Consumption Policy.

a. The minimum drinking age on USAG Ansbach for Military Personnel is 18 years of age. All incoming Service Members who are between the ages of 18-20 years old will attend the 4.5 hr Prime for Life (PFL) Course. These Service Members will be identified at the ITC Briefing, contact with their command will be initiated with a date and time for the next 4.5 PFL Course. The course provides research-based information about alcohol and drug use to mitigate and eliminate risky behavior involving drugs and alcohol.

b. Alcohol consumption is prohibited during duty hours and within federal facilities, unless specifically authorized by the first General Officer or Civilian equivalent Senior Executive Service (SES) in the supervisory chain.

c. Alcohol Consumption at On-Post Organizational Events. Organizations sponsoring an event during duty hours with alcohol consumption shall ensure underage individuals do not consume alcohol. Such events should include a plan to ensure every participant gets home safely to eliminate alcohol-related incidents.

5. Violations.

a. Commanders shall make every attempt to identify substance abuse issues. Commanders who question a Service Member's competence for duty based on uncharacteristic, bizarre, or aberrant behavior *will* contact legal to ensure propriety of a probable cause for a drug test and/or evidentiary breathalyzer test and prepare the Probable Cause Memorandum. The Unit Prevention Leader (UPL) will collect the urine sample under the Probable Cause code PO and submit the Memorandum and sample to the Drug Test Coordinator at ASAP for processing. ASAP is available to provide a screening breathalyzer test with the PO Memorandum and the Military Police (MP) station can conduct the evidentiary breathalyzer test IAW AR 600-85.

b. Supervisors of Civilian Personnel who have a reasonable suspicion that an employee is under the influence of an illegal substance or engaged in conduct involving illegal substances will immediately contact the Directorate of Emergency Services (DES) and the servicing legal advisor prior to taking any action. Supervisors dealing with an employee who appears to be under the influence of alcohol at work and is a safety risk to themselves or others will contact the Directorate of Emergency Services (DES), and then coordinate with their servicing legal office and Labor Management Employee relations professional. For other issues related to apparent alcohol use in the workplace, supervisors shall contact their servicing legal office and Labor Management Employee relations professional.

c. During duty hours, LN employees will not consume or deal with alcohol, drugs or other intoxicants. LN employee alcohol consumption during duty hours is only permitted when explicitly authorized by the employee's agency chief, and must be in conjunction with an organizational event. Violators may be subject to adverse administrative action IAW AER 690-64.

6. The POC for this policy is the USAG Ansbach ASAP Office at DSN 314-587-1805.

  
AARON B. DIXON  
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Commanding